

Finest for the Future

ENVIRONMENTAL, SOCIAL, & GOVERNANCE REPORT

MISSION PRODUCE • FY 2021

About This Report

Mission Produce, Inc. is proud to present its Fiscal Year (FY) 2021 Environmental, Social, and Governance (ESG) Report which highlights our global commitment to a more sustainable world. Throughout the report, "Mission," "Mission Produce," "we," and "our" refer to Mission Produce, Inc., and its subsidiaries.

As a global leader in the worldwide avocado business, our environmental footprint and impact are far-reaching. As such, we make it a priority to conduct our business responsibly. We strive to be transparent with our stakeholders on our approach to ESG and utilize this annual report to tell Mission's company-wide ESG story. We explain our operating procedures, detail the activities of our projects and initiatives, and report on our use of resources.

In our inaugural report, which was published in April of 2021, we reported publicly on ESG for the first time, providing benchmark data for us to reference in the coming years. We also determined our priority sustainability topics, which focus our ESG efforts in the areas most relevant to our industry and most important to our stakeholders. Our FY 2021 ESG report provides updates across these topics and compares our FY 2021 metrics to those from previous years.

For further information or to give feedback on this report, please contact marketing@missionproduce.com.

Cautionary Note

This report contains information about our environmental, social, and governance impact, goals, initiatives, activities, and commitments. Unless otherwise noted, the scope of this report includes activities from November 1, 2020 – October 31, 2021, our fiscal year, and does not include information from our third-party partners. References to 2021 in this report refer to our fiscal year 2021. References to 2020 in this report refer to our fiscal year 2020, from November 1, 2019 - October 31, 2020.

We have aligned our priority topics with The Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). Our data has been calculated, analyzed, and presented in accordance with SASB and the Greenhouse Gas (GHG) Protocol, the gold standard of emissions calculations. Our primary industry for reporting is Agricultural Products and we also report on select metrics from the Food Retailers & Distributors industry.

Actual results may differ from our stated goals or the results we expect. Evolving circumstances and expectations for sustainability, in general, or under specific focal areas, including changes in standards and the way progress or achievement is measured, may lead to the adjustment, or discontinuation, of any of the goals, initiatives, or commitments stated in this report.

This report does not include details on the company's financial performance. The terms "material" and "materiality" refer to sustainability matters and are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by, or construed in accordance with, securities or other laws and regulations. This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, initiatives, commitments, and activities, and our long-term strategy and future operations. These forward-looking statements rely on a number of assumptions and estimates that could be inaccurate and which are subject to risks and uncertainties. The factors that could cause our actual results to vary materially from those anticipated or expressed in any forward-looking statement include impacts of factors described in our most recent annual report on Form 10-K and subsequent Securities and Exchange Commission filings. We disclaim any obligation or intent to update the forward-looking statements in order to reflect events or circumstances after the date of this report.

Table of Contents

Letter from Steve Barnard, CEO & Founder	
Our Sustainability Roadmap	
Our ESG Goals	12

01 16-29

Finest for Our People

Finest for Our Product

02 30-39

Mission's Supply Chain Standards

Finest for Our Planet

03 40-61

Identified Risk Waste Reduction

Governance	62	
Crisis Management & Business Continuity	63	
SASB Index	66	

A Letter from Steve Barnard, CEO and Founder

Throughout our 38-year history, we've operated with a foundational respect for our people, product, and planet. This foundation has driven the evolution of our business, culture, and operations, and has helped us become the organization we are today.

This year, we focused on building upon our inaugural 2020 report. I'm excited to share the progress we have made and to highlight our commitment to transparency, progress, and leadership in sustainability.

In 2021, Mission made great strides on the commitments we outlined in our inaugural ESG report. Most notably:

- We beat our 2020 waste reduction goal by 55% and applied shelf-life extension technology to 34.8 million pounds of avocados, taking considerable action against food waste.
- We are more than one-third of the way to accomplishing our plastic reduction goal to reduce the amount of plastic used in at least 50% of the bags we pack and ship globally by FY 2025.

Additionally, we accomplished several important initiatives highlighting our commitment to our people, product, and planet:

- We proudly sponsored the produce industry's first-ever diversity, equity, and inclusion (DE&I) initiative, presented by the Center for Growing Talent (CGT) of the Produce Marketing Association (PMA) and developed a professional development certification course in partnership with PMA for our people.
- In response to the ongoing COVID-19 pandemic, we hosted multiple vaccination clinics at our California packhouse and contributed to a vaccination campaign in La Libertad, Peru.
- In 2021, our packhouse in Peru received the highest score on an unannounced audit by the British Retail Consortium (BRC), a widely recognized and GFSI-benchmarked food safety scheme, demonstrating our commitment to industry best practices for food safety.
- When measuring our use of earth's resources, I'm proud to say that, compared to 2020, we managed to decrease the amount of trash we sent to landfills by 19% and increased our recycling by 33%.

Lastly, we substantially enhanced our tracking and reporting on ESG metrics in 2021, specifically on emissions and used resources across our farms and facilities, giving us a deeper understanding of our global footprint and further demonstrating our commitment to transparency on our environmental impact.

We keep it a priority to be forward-thinking globally and act locally. With the addition of mangos to our portfolio, and the continued expansion of our network, we have a unique opportunity to positively impact local regions and communities around the globe. As the world's largest distributor of avocados, we are in a position to lead as an example by prioritizing sustainability as a fundamental element of our global operations. We actively aim to minimize our global footprint and advocate for ethical business practices.

It's been a year of growth for our sustainability initiatives, and I'm proud of the commitment across our global network to strive to provide the finest for our future.

Sincerely,

Steve Barnard, CEO & Founder



Our Commitment to Sustainability

For nearly four decades, we have invested in providing the finest for our people, product, and planet.

We recognize our responsibility to minimize our global footprint, promote ethical supply chains, and cultivate a better future for generations to come. We work to accomplish these objectives through advanced sustainability practices that protect our land, preserve our resources, and support the health and safety of our people.

Our Sustainability Roadmap The Mission Commitment from Field to Fork

From field to fork, we engage with and support our business partners, suppliers, and growers to meet The Mission Standard in their operations.



Field

Growing high-quality fruit with precision agriculture

- Integrated Pest Management
- Advanced Irrigation Practices
- Biodiversity Support



Transportation

Examining and reducing fuel emissions

- Tracking Emissions by Route
- Coordinating the most Direct Route
- Increasing Ocean Liner Transportation



Packing & Distrubution

Improving our emissions, water, and waste management

- Renewable Energy in Our California Packhouse
- Employee Training & Development
- Health & Safety Programs
- Reduced Plastic Bags



Customers

Engaging with customers on their sustainability priorities

- Reporting Valuable Information to Stakeholders
- Addressing Industry-wide Social and Environmental Topics



Consumers

Showcasing our commitment to sustainable practices

- Product Safety & Quality
- Community Investment

Our ESG Goals

Our ESG goals highlight the specific actions we are taking to lead our company, category, and industry into a more sustainable future. They are commitments to our stakeholders and give us focus, drive, and purpose. We are proud to report our progress on the following actionable goals we communicated in our 2020 ESG report.

Diversity, Equity, and Inclusion **Community Investment** (DE&I)We are on track to meet our goal In May of 2021, we completed to increase charitable giving by our goal from 2020 to **sponsor** 50% by the end of 2022. the produce industry's first-ever DE&I initiative, presented by the Center for +50% Growing Talent of the Produce Marketing Association. We completed the first step of our 2020 goal to **conduct** 00. annual DE&I employee and management training across our network by developing a custom curriculum for Mission employees. Our goal to **diversify the** applicant pool for our internship program was ongoing in 2021 as we 2021 2022 navigated the limitations caused by the COVID-19 pandemic.



We **report pay equity analysis** to our Board of Directors on at least a biennial basis.

Climate Risk

We aim to monitor, understand, and mitigate our operational impact on the environment by:

Integrating and unifying our sustainability

practices across our global network.

In 2021, we:

- Established our ESG Executive Council
- Updated our company sustainability policies



Improving the monitoring, tracking, and reporting of metrics within the SASB standards for our industry and our priority topics.

For 2021, we added the following metrics to our reporting:

- Kilowatt-hours consumed in our facilities and on our farms
- On-Farm metrics:

Scope 2 emissions	Waste sent to landfills
Water usage	Hazardous waste disposed
Recycling units	



Collecting Scope 3 data in the coming years to better understand the environmental impact of our thirdparty partners.

In 2021, we began engagement with third parties connected to our network regarding Mission's ESG standards and policies.

Waste Reduction



We are 34% of the way to reaching our goal to reduce the amount of plastic used in at least 50% of the bags we pack and ship globally by FY 2025.

We beat our shelf-life extension goal by +55%

We beat our goal to apply shelf-life extension technology to 22.5 million pounds of avocados by 55%. Throughout 2021, we applied shelf-life extension technology to 34.8 million pounds of avocados to combat food waste.



FINEST FOR OUR PEOPLE

01

O1 FINEST FOR OUR PEOPLE

1293988

Our people are driven with a purpose to grow and market the World's Finest Avocados and Mangos. We seek to provide the finest workplace for our people.



Our COVID Response

The unprecedented global challenge of the COVID-19 pandemic continued in 2021. Through 2021 and into 2022, the world saw the re-opening of many businesses, the introduction of multiple new variants and outbreaks, and continued developments on COVID-19 vaccines.

Thankfully, we were able to mitigate many of the effects of the pandemic on our global operations. As an essential business, we remained fully operational and followed applicable guidelines to prevent virus spread and ensure the health and safety of our people. Throughout these difficult times, our goal was always to keep our customers supplied with avocados – a nutrient-dense superfood.

Most of our essential workers remained onsite in our packing facilities, distribution centers, and on our farms. For those onsite, we continued following our COVID-19 safety measures to maintain the functionality of our business and keep our people safe.



Mission's COVID Clinics

In March of 2021, we hosted the first of four onsite vaccination clinics: two for the Ventura County, California, agriculture community and two for our people:

CALIFORNIA

Our onsite COVID Clinics led to the full vaccination of:



400+ 200+ Community Members Employees

In Peru, our vaccination funding contributed to La Libertad's COVID-19 vaccination campaign in partnership with the Associacion para el Desarollo Agropecuario Sostenible (ADAS), the association for sustainable agriculture development in La Libertad, Peru. With the support of Mission and other agro-export companies associated with ADAS, the regional government of La Libertad was able to extend vaccination opportunities to more sectors of the Virú Province.

PERU





We also funded the construction of two oxygen plants which manufacture oxygen tanks needed in medical facilities, one for the COVID Hospital (Hospital Provincial de Virú) and one for the Chao Bridge Health Center in Peru. This positively impacted a population of more than 50,000 people and benefited more than 22 institutions, including the Trujillo Regional Teaching Hospital and the Regional Institute of Neoplastic Diseases (IREN).

Fair Labor

Keeping our people safe and adhering to ethical labor practices allows us to operate as a responsible company. According to the U.S. Department of Labor, typical problems with fair labor include a lack of documentation for temporary agricultural employees, as well as discrepancies in overtime pay.¹ We care about the rights of our people and implement processes to ensure good working conditions, appropriate compensation, and occupational health and safety. More about our working conditions and health and safety program can be found in the Health and Safety Management section of this report.

Human Rights

Mission's Human Rights Policy, which was developed and approved by our ESG Executive Council, has been communicated to copackers and growers throughout our network:

"Mission commits to understanding our impact on human rights and adhering to internationally recognized human rights principles as they pertain to our business. We inform third parties we work with in our supply chain of our human rights standards and encourage them to adhere to ethical business conduct consistent with our own. We strive to undertake efforts internally and externally to build awareness about our human rights policy.

Mission's employees are our greatest asset, and we commit to treating every individual with dignity and respect by supporting the following human rights standards:

- Right to a safe working environment.
- Right to a living wage by operating in compliance with applicable wage, work hours, overtime, and benefits laws and regulations.
- Freedom from forced labor by ensuring persons are free from work or service that is compelled under the threat of penalty and which the person has not offered to perform voluntarily.
- Freedom from child labor that is in violation of state or federal statutes prohibiting the employment of children under a specified age.
- Freedom from discrimination at work based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

We encourage individuals to report any violations of our human rights commitments via our Company-wide hotline. Mission is committed to ensuring appropriate disciplinary measures or remediation actions are taken to address violations."

01



Worker's Rights in Peru

In 2021, Mission created an alliance with Superintendencia Nacional de Fiscalización Laboral (SUNAFIL), a public entity through which the Peruvian government seeks to promote and control compliance with the country's occupational health and safety legal systems. We provided SUNAFIL programs and services in our facilities throughout the La Libertad region.



Health and Safety Management

Maintaining a safe and healthy workforce on our farms and in our facilities is key to our success. We have dedicated teams reporting directly to the executive suite who strive to improve working conditions for our people. The state-of-the-art technology in our facilities has safety precautions built into the design.

In the U.S. and Canada, our health and safety program enlists representatives from each division of the company to ensure compliance with health and safety standards throughout our operations. This involves onboardings and trainings on our OSHA-certified equipment, in select locations. We also employ environmental engineers and medical staff in Mexico and Peru to support our expanding operations.



01

Employee Health and Safety Committee

In August of 2021, we formed an Employee Health and Safety Committee, whose mission is to empower employees to cultivate a positive safety culture. Based out of our California packhouse and forward distribution center (FDC), the team meets monthly to identify corrective actions needed, look for training opportunities, and solve relevant health and safety issues within each department.

The goal is to:

- Reduce workplace injuries and illnesses
- Anticipate, detect, prevent, and control workplace hazards
- Conduct health and safety training
- Improve health and safety management systems
- Improve employee morale
- Reduce turnover

The committee is volunteer-based and open to all Mission employees. Due to committee efforts, we have seen the following results:

- Enhanced reporting and communication
- An increase in hazard identification
- Amplified interdepartmental collaboration
- A continuous-improvement mentality
- Increased efficiency and safety of operations

These results have led to a consistent decrease in workplace injuries and workers' compensation claims year-over-year. Following the success of the program, we plan to develop a similar committee in our Laredo, Texas, location.

Mission's Employee Health and Safety Committee has led to a consistent decrease in workplace injuries and compensation claims year-over-year.

Diversity, Equity, and Inclusion

Of particular importance to our company and our stakeholders is the role of DE&I in our organization. A strategic focus on DE&I has many advantages, namely the recruitment and retention of top talent who desire inclusive work environments.² It involves supporting initiatives, rewarding behavior, celebrating achievements, and embracing cultural differences. Diverse teams have consistently proven to be more creative, adaptable, and innovative.² Numerous studies suggest that a diverse workforce and leadership leads to not only greater innovation, but also improved financial performance.³

As such, our actionable goals, which were first communicated in our 2020 report, are intended to strengthen our understanding, and promote DE&I in our workforce and our industry.

In 2021, we sponsored the produce industry's first-ever DE&I initiative managed by the Center for Growing Talent (CGT) of the Produce Marketing Association (PMA). Guest experts shared knowledge and resources in a four-part series to advance DE&I initiatives throughout the industry:

- How Diversity & Inclusion Drives Team and Company Performance
- Unconscious Bias, Conscious Inclusion
- Creating a More Inclusive Culture
- Hear From Your Peers: Getting Comfortable with the Uncomfortable

Mission also developed a professional development certification course in partnership with PMA for the people of Mission Produce, covering the following subjects:

- Essential Terms & Concepts and How They Work Together
- How to Counter Unconscious Bias with Conscious Inclusion
- How Diversity and Inclusion Support Team and Company Performance
- Ways to Create a More Inclusive Workplace Culture



A Demographic Look at the People of Mission

We are proud that our workforce, including at the executive level, demonstrates our commitment to DE&I.

	Hispanic/ Latino	White/ Caucasian	African American	Asian	Undisclosed	3 or More
U.S., Canada, & Europe	65%	22%	8%	3%	1%	1%
Mexico, Peru & Guatamala	100%	0%	0%	0%	0%	0%
Global	94%	4%	1%	1%	<1%	<1%
Executive Team	25%	50%	0%	25%	0%	0%





FINEST FOR OUR PRODUCT





O2 FINEST FOR OUR PRODUCT

Our fruit is carefully handled from field to fork to promote safety, consistency, and quality on every order. Our product quality practices allow us to provide the World's Finest Avocados and Mangos.

Product Quality

Quality begins in the field with our expertly managed groves. Once harvested, our avocados enter the Mission cold chain, in which they are kept under controlled temperature specifications until they are delivered to our customers.

In locations of elevated heat, we use hydro-cooling within twentyfour hours of picking to enhance fruit quality and shelf life.

Across the globe, we perform thorough inbound and outbound inspections on all orders:

- We assess the fruit quality, defects, and pulp temperatures
- We verify the packing dates, labeling requirements, and quantity needed per customer
- We perform dry matter inspections by the country of origin
- Our equipment is calibrated on a weekly basis
- Our cooler temperatures are inspected on a weekly basis

Our product quality practices allow us to provide the World's Finest Avocados and Mangos.

Food Safety

Food safety is top priority in every aspect of growing, packing, and shipping avocados to market. We have a centralized department comprised of scientists, engineers, project managers, sanitation professionals, and food safety experts that manage our global food safety programs.

Mission's Food Safety Program

Mission's Food Safety Program is designed to minimize risk across our supply chain. It involves:

- Audits by the British Retail Consortium (BRC), the International Featured Standard (IFS), and PrimusGFS, a benchmarked Global Food Safety Initiative (GFSI) standard
- Internal audits on a quarterly basis
- 28 Food Safety Modernization Act (FSMA)-certified employees
- Food Safety Instructors are certified with the following credentials:
 - Preventive Controls Qualified Individual (PCQI)
 - Foreign Supplier Verification Programs (FSVP)
 - Produce Safety Rule (PSR)
 - Hazard Analysis Critical Control Point (HACCP)

02





Bacterial Reduction

Mission uses a proprietary blend of hydrogen peroxide and acetic acid to reduce the microbial load found on avocados before packing.* In conjunction with our sanitation and microbiology programs, we completed a study in partnership with BioSafe Systems in 2020, which validated the reduction of bacteria on our products before shipping them to our customers.

Results displayed a 69.2% reduction of general bacteria on fruit from the hydrocooler and a 47.4% reduction on fruit from the fruit wash at our California packhouse. In addition, the blend reduced coliforms on fruit from the fruit wash by 76.4%. *The blend was validated for use in our California packhouse only; however, similar blends are used in all locations with hydrocoolers and fruit washes <u>throughout Mission's glo</u>bal network.

↓**69.2**%

Reduction of general bacteria on fruit from the hydrocooler ↓**76.4**%

Reduced coliforms on fruit from the fruit wash

↓**47.4**%

Reduction of general bacteria on fruit from the fruit wash

Demonstrating our Commitment to Industry Best Practices

In 2021, Mission's packhouse in Peru received the highest score on an unannounced BRC Audit, a thorough validation of our adherence to the BRC's food safety standards.

Mission's global sanitation protocols include:

- Daily sanitation at all Mission pack houses
- Validated food processing chemicals
- Full-time, in-house sanitation staff
- Annual microbiological based risk assessments for sanitation
- Annual chemical evaluations
- Hygienic zoning

Our dedicated staff across our global operations are certified with credentials on pest control and management, pesticide application, and agronomic practices.

We believe in educating our communities on food safety best practices specific to our commodities.

- We provide community training and grower support:
 - 100 community members trained from the
 - Ventura County Food Safety Association (VCFSA)
 - HACCP and FSMA trainings open to the public
 - FSMA compliance training and consulting
 - Good Agricultural Practices (GAP) compliance training and consulting
 - Audit readiness and execution support
 - Pesticide handling training
 - Worker health and hygiene training
 - Integrated environmental management advising
 - Organic certification advising
- We're involved in the following community organizations:
 - California Association of Pest Control Advisors (CAPCA)
 - PMA Supply Chain and Food Safety Committee
 - United Fresh Food Safety and Technology Council
 - Ventura County Food Safety Association (VCFSA)
 - World Congress Safety and Health



A Mission core value is innovation, so we have dedicated staff who work to constantly advance our products, packaging, and processes.

Research and Development

In 2021, we continued projects in the following categories:



Through developments in these categories, we aim to increase the safety and quality of our avocados and mangos, reduce food loss, and minimize plastic consumption.

More on our plastic reduction project is discussed in the Plastic Reduction section of this report.

Mission's Supply Chain Standards

Our supply chain spans across more than 25 countries. We have uniform Supply Chain Standards we communicate to our global network. These standards cover Corporate Social Accountability, Food Safety, Occupational Health and Safety, and other relevant regulatory requirements.

Complete country-to-country regulation compliance

Perform new market analyses on international growing practices



Certify Mission business units on appropriate regulations

Advise on international chemical and pesticide applications

We strive to mitigate risks throughout our supply chain. The following practices enable us to identify areas of improvement, streamline supply chain efficiencies, and maintain our supply chain standards:

Provide onsite manufacturing support Implement policies in collaboration with business partners

Perform virtual and onsite hazard analyses



Provide regulation compliance support and regulatory trainings

Support facilities in maintaining a GFSI (Global Food Safety Initiative) benchmarked certification



FINEST FOR OUR PLANET





OUR PLANET

We actively aim to minimize our global footprint. Our natural resources are fragile, so we deploy industryleading sustainability practices, such as precision farming and biodiversity maintenance to preserve our farms' ecosystems. Our water and soil health management is specific to the needs of each region. Additionally, we act on opportunities to reduce our waste and emissions whenever practicable. Our technical training has reaped its rewards produce an average of two to three times more our precision agriculture methods.

Biodiversity

We preserve wildlife and biodiversity on our farms to ensure natural sustainability for all life forms:

- Plant and animal ecosystem monitoring
- Biodiversity training
- Preservation of flora through beekeeping
- Signposting in areas we need to protect
- Study of soil dynamics
- Chemical control updates
- Mulching
- Use of cover crops and drainage systems
- Reduction of water runoff
- Incorporation of organic materials into the soil
- Promotion of beneficial fungi

Climate Risk Identification

Pursuant to The Sustainability Consortium (TSC) framework, a global non-profit organization for the promotion of more sustainable products in the consumer goods industry, we believe the following risk areas are relevant to avocado production. The identification of these risks guides our continued understanding and actions to minimize our environmental impact. We address our actions within each risk area throughout the Finest for our Planet section of this report.

03



trees from select farms we manage in California fruit than the average California tree, due to

Y

Biodiversity

Global pollinator populations, which are essential to produce healthy avocado trees, are facing health and population challenges. Their largest threats include parasites, pathogens, predators, habitat loss, and exposure to pesticides.



Climate & Energy

Greenhouse gas emissions occur from crop production and the use of fertilizers.



Fertilizer & Nutrients

Greenhouse gases and water pollution can occur if fertilizers are not properly managed.



Land & Soil

Improper soil management can remove nutrients, release greenhouse gases, and cause soil loss.



Food Waste

Avocados that are not stored and handled properly can spoil or be damaged, resulting in food waste.



Water

Water used in farming can deplete freshwater resources, which can be problematic for water-stressed regions.



Workers & Communities

In some areas, there is a risk of forced or child labor, such as trafficking and the withholding of wages or documents. Smallholder farmers may have limited access to information, technology, and resources. Farmworkers, especially women and migrants, may face unfair pay, discrimination, and limited freedoms. Farmworkers may be exposed to chemicals, dust, or other hazards.

Emissions

By reducing emissions, the industry can help restore the planet's biodiversity and contribute to targeted actions to mitigate climate change. According to the Food and Agriculture Organization of the United Nations, the agriculture industry is responsible for an estimated 21-37% of total global Green House Gas (GHG) emissions.₅ Rising temperatures, changing weather patterns, and supply chain disruptions impact food production, presenting a vital opportunity for the industry to become more climate-friendly.

Scope 1 & 2 Emissions

Mission calculates and reports all emissions in accordance with the GHG Protocol, a global standardized framework to measure and manage GHG emissions from private and public sector operations, value chains, and mitigation actions. In our reporting, we separate our On-Farm and Facilities metrics. This gives us a comprehensive break down of emissions rates on both sides of our operations.

- Scope 1: Direct emissions from our owned sources, including the consumption of onsite and transportation fuel and the use of refrigeration and on-farm fertilizers
- Scope 2: Indirect emissions from our owned sources, specifically purchased electricity





We report higher rates for 2021 Scope 1 and 2 emissions than the year prior due to enhanced tracking and reporting capabilities and the addition of a new FDC to our network.



	Facilities	On-Farm
Scope 1 (metric tons)	80,542.67	11,901.22
Scope 2 (metric tons)	10,273.71	3,767.66
Kilowatt-Hours	33,799,083.34	18,877,957.06
Trash (metric tons)	2,213.87	127.40
Recycle (metric tons)	781.35	370.61
Hazardous Waste (metric tons)	25.73	64.02

Mission's 2021 Scope 1 & 2 Emissions & Metrics D

Defining Terms:

- Facilities: Metrics involving all packing and distribution facilities and activities
- On-Farm: Metrics referring to all growing operations, such as irrigation water usage, pump electricity, and fertilizer use
- Waste: Units sent to landfills
- Recycling: Refers to units of cardboard recycled globally, and metal, wood, and plastic units recycled in our Mexico and Peru operations

	2020		2019		2018	
	Facilities	On-Farm	Facilities	On-Farm	Facilities	On-Farm
Scope 1 (metric tons)	13,188.69	3,594.14	18,930.14	2,983.06	37,404.53	2,887.02
Scope 2 (metric tons)	6,557,02	-	5,792.71	-	5,658.48	-
Trash (metric tons)	2,747.23	-	3,292.40	-	4,062.76	-
Recycle (metric tons)	586.03	-	646.15	-	539.30	-
Hazardous Waste (metric tons)	28.49	-	74.45	-	39.15	-

In 2021, we substantially increased reporting for production globally across Mission-owned farms. We now track our use of water, electricity, stationary and transport fuels, trash, recycling, and waste, allowing for a deeper understanding of our global footprint and providing greater transparency in our ESG reporting. For example, tracking our water usage keeps us keenly aware of how we use this precious resource. In 2021, our total global water usage was 12,966.59 cubic meters per hectare. We also newly report on the kilowatt-hours consumed in our facilities and on our farms, which shows the total electricity purchased across our operations.

Another contributor to the rise in reported Scope 1 and 2 emissions was the opening of Mission's newest FDC in Laredo, Texas. For the facility to begin producing cold air, its cooling system was activated with an initial refrigerant charge. This fuels the closed-circuit system to circulate refrigerant from the initial charge, cooling down the 262,000-sq.ft. facility. Our ability to control the temperature in our facility is critical to food safety, quality, and the entire supply chain. We believe our Laredo FDC holds many long-term, strategic benefits, including improved access throughout North America and expedited transportation from the U.S.-Mexico border. Importantly, our Laredo FDC enables us to shorten trucking routes and decrease out-of-route transfers, therefore reducing fleet fuel usage and emissions.

Carbon Sequestration

As discussed in our 2020 ESG report, avocado trees provide a dual benefit in combatting climate change:

Our orchards convert carbon dioxide (CO2) into oxygen through photosynthesis and create fertile soil through carbon sequestration.

What is Carbon Sequestration?

Carbon sequestration is the process of capturing and storing atmospheric CO2, the mostproduced greenhouse gas. It is a method to reduce the amount of CO2 in the atmosphere to slow down global climate change.

One type of carbon sequestration stores carbon dioxide in vegetation. Carbon is sequestered in soil by plants through photosynthesis and can be stored as soil organic carbon (SOC). When leaves and branches fall off or when plants die, the carbon stored can either be released into the atmosphere or transferred to the soil. About 25% of global carbon emissions are captured by plant-rich landscapes such as forests, grasslands, rangelands, and avocado groves.

A study by Instituto de Investigaciones Agropecuarias (INIA) and Servicios de Ingeniería Deuman Limitada revealed a positive carbon capture as a result of avocado production. When comparing the carbon capture of land on a hillside before avocado production to the same area during avocado production, the demonstrated difference in carbon sequestration was between .23 kg CO2e and 1.64 kg CO2e from seedling to harvest.₆

We also enrich our soils with carbon and organic matter, which convert CO2 into biomass, living plant organic matter, and food for positive bacteria and soil fungi. Tropical and subtropical fruit trees, including avocado trees, experience an increased rate of photosynthesis in elevated concentrations of carbon dioxide. This consequently increases tree biomass, a renewable organic material that may relieve some of the harmful emissions caused by nitrogen, which is a required nutrient for tree production.

03



Across all our farms, we own 1.8 million avocado trees. In 2021, we planted an additional



avocado trees on our farms in Peru, Guatemala, and Colombia. We only plant trees in areas of no deforestation.

In one year, our Mission-owned farms in Peru are estimated to store between

10,685-76,186 metric tons of CO2

- the equivalent of the amount of power used in at least 1,287 homes for one year.,

Water Management

We employ an advanced water treatment and irrigation system to prevent water waste from avocado production.

We continuously update our processes to keep our water usage per avocado well below the industry average by meeting the environmental needs of each region.

We report on all water-specific SASB metrics applicable to Mission-owned farms in our SASB Index.

Globally

Our growing practices allow us to grow healthier trees with higher yields and lower inputs.

- Automated drip irrigation systems water the crop according to the specific amount needed for each plant.
- Dendrometers read the swelling and contracting of the tree every day to determine tree stress levels and avoid wasting water.
- Our experts monitor the weather, soil, and plant data to generate true demand needs.
- Our methods reduce the need for pesticide sprays and prevent root rot caused by overwatering.



03



Our precision farming practices and advanced farming technology enable Mission to use less to grow more.

California

Peru

Since we initiated operations in Peru, we have placed increased emphasis on sustainable irrigation due to the region's limited water resources, irregular rain patterns, and increasing temperatures.

- We implemented optimal and efficient irrigation technologies such as automated fertigation, weather stations, and moisture technology, that allow us to program and view the frequency and volume of irrigation.
- We source our water from the Chavimochic Special Project, an irrigation system in Peru's northeastern La Libertad region that captures and distributes water from the Santa River.
- Our Arato, Beggie, and Inversiones agrícolas Olmos farms are certified by the Sustainable Program for Irrigation and Groundwater (SPRING) standard, as of 2021.

In California, as part of our ranch management process, 100% of our water is used in micro-sprinkler and drip irrigation systems, which are the most efficient water and nutrient delivery systems for growing crops. Drip irrigation systems deliver water and nutrients directly to the plant's root zone, in the correct amounts, at the best time for each plant to receive exactly what it needs to grow. Micro-sprinkler systems can increase yields and decrease the use of water and fertilizers.

- We work with irrigation solution distributors to manage water levels and to irrigate in small amounts frequently throughout the week.
- Our pressure compensating sprinklers allow for uniform water distribution by keeping the pressure constant throughout the entire ranch. We report a high distribution uniformity range of 90-95%, which measures the output of our highest and lowest sprinklers on the grove.
- We actively monitor the climate and anticipated weather for the farms we manage, looking to local weather stations and public stations installed throughout California through the California Irrigation Management Information Systems (CIMIS) weather station network.

03



Guatemala

South Africa

In Guatemala, 100% of our crops are irrigated by rainwater from May through September.

- In preparation to farm the land, we are installing a drip irrigation system for our 500 hectares. In 2021, drip irrigation was installed in over 200 hectares.
- We are incorporating weather stations, moisture monitoring, and automated fertigation systems on our farms to allow for more efficient water usage.
- We are developing an action plan to protect the nearby Aguacapa River basin by sourcing water from other reserves, as required by Guatemala's Ministry of the Environment.

Farms in South Africa operate in a water-scarce environment; therefore, our partners take extra precautions to avoid water waste. Our partners' advanced water preservation practices are designed to ensure every drop of water is used efficiently. Thirsty invader plants are removed, drip irrigation systems are employed, and evaporation prevention processes are implemented.

Compared to the industry average, we use 40.5% less water in Peru₈ and 40% less water in California₄ per avocado produced.

Waste Reduction

Plastic Reduction

We have a goal to reduce the amount of plastic used in at least 50% of the bags we pack and ship globally by FY 2025.



So far, we have saved more than 2.9 million grams of plastic, the equivalent of 314,230 plastic bottles.₇

FINEST FOR OUR PLANET

03

B

Mission de Mexico Waste Reduction

In one of our busiest packhouses, we replaced our disposable food safety attire for reusable wear with a goal to reduce our overall waste. We provided personal hairnets, masks, and gloves to our people, in addition to in-house laundering to ensure all safety standards were met.

Not only did our people enjoy higherquality, more comfortable attire, but we saved an estimated:

78k Hairnets

26k Masks

104k Nitrile Gloves

Food Waste Reduction

To combat food waste, we invest in technology to extend the shelf-life of both hard and ripe avocados. Preventing avocados from going to waste can have a tremendous impact on the environment. Every truckload of avocados diverted from a landfill amounts to about 40,000 pounds, which is the equivalent of powering two homes for an entire year.₇

Data from one of our partners revealed that hard Hass avocado fruit applied with this technology can gain over a week of shelf-life, and ripe fruit can gain an additional 2-4 days. According to 2020 trials with our retail partners, shrink decreased in distribution centers with avocados applied with the technology by over 50% compared to the prior year.

We beat our goal to apply shelflife extension technology to 22,500,000

pounds of avocados by 55%

We applied shelf-life extension technology to

34,500,000 pounds of avocados in 2021



Governance

Overview

We believe that good governance is the foundation of everything we do. We are committed to operating under sound principles of corporate governance. Our corporate governance structure ensures robust Board of Directors oversight and management accountability and facilitates transparency to our stakeholders while promoting good decision-making.

Code of Ethics and Conduct & Compliance Program

Our corporate compliance and ethics program reflects our conviction that conducting business in compliance with the law and the highest standards of ethics is essential to our company's success. These principles are embedded in our Code of Ethics and Conduct which applies to all our executive officers, directors, and employees. Our Code of Ethics and Conduct establishes our expectations about the way we conduct business and reinforces our compliance commitment and the responsibility of each employee to ensure our activities fully adhere to legal and policy requirements.

Board of Directors

Our Board of Directors is made up of individuals who bring diverse experiences and qualities, such as leadership, strategic insights and the ability to provide oversight of management and the business. Their range of expertise spans operations, finance, strategy, legal, human resources, international, and commercial/marketing.

Currently, we have separated the Chairman and CEO roles and we appointed a lead independent director in 2021 to bolster the independence of the Board. Our Board of Directors believes that this leadership structure provides the appropriate balance of authority and achieves the optimal governance model for the business at this time.

The Board of Directors has three standing committees, all composed entirely of independent directors: the Audit Committee, the Nominating and Corporate Governance Committee, and the Compensation Committee. Each committee fulfills important responsibilities to assist the Board of Directors with their oversight function. Importantly, our Nominating and Corporate Governance Committee oversees our ESG efforts and our Compensation Committee oversees our diversity, equity, and inclusion initiatives.

Board Diversity and Refreshment

The Board of Directors is committed to diversity and the pursuit of board refreshment and balanced tenure. Our Board of Directors has actively focused on refreshing the composition and expertise of the Board of Directors over the last two years to better align with the Company's status as a public company, to enhance the Board of Directors' oversight capabilities with respect to our long-term strategy, and to increase the diversity of perspectives, experience, gender, and ethnic representation on the Board of Directors. One-third of our directors were appointed within the past two years and two-thirds of our Board of Directors have served for less than 15 years. Further, the Board of Directors has a demonstrated commitment to diversity – our nine-member board has three female directors and two diverse directors.

Crisis Management & Business Continuity

Mission's business continuity approach is designed to maintain essential functions in the event of a crisis that causes disruption to the business. Our formal response systems prepare the organization to function during and following identified crises or challenges.

SASB Index

We are reporting in reference to the Sustainability Accounting Standards Board (SASB) index framework to provide our stakeholders with standardized metrics showing the comprehensive impact of Mission's ESG activities.

Our primary industry for reporting is Agricultural Products. We also report on select metrics from the Food Retailers & Distributors industry, due to our stakeholders' interest in understanding Mission's position across the following categories:

- Fleet fuel management
- Air emissions from refrigeration
- Energy waste management
- Food waste management
- Data security
- Food safety
- Product health and nutrition
- Product labeling and marketing
- Labor practices
- Management of environmental and social impacts in the supply chain

Sustainability Disclosure Topics & Accounting Metrics

торіс	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA/INFORMATION SOURCE
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO ₂ -e	FB-FR-110b.1	108549.35 mt
	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%) by weight	FB-FR-110b.2	0%
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	FB-AG-110a.1	12,766.39 mt
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis		FB-AG-110a.2	See Scope 1 & 2 Emissions
	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-AG-110a.3	17,105.07 GJ, 0%
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-AG-130a.1	(1) 211,632.23 GJ (2) 98.4% (3) 1.6%
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	FB-AG-140a.1	(1) 48,432,902.57 m3 (2) 48,432,902.57 m3 (3) 99.8%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-AG-140a.2	See Water Management
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-AG-140a.3	
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Quantitative	Metric tons (t), Percentage (%)	FB-FR-150a.1	511.53 MT
Data and Security	 Number of data breaches, (2) percentage involving personally identifiable information (PII), number of customers affected 	Quantitative	Number, Percentage	FB-FR-230a.1	(1) Zero, (2) 0%, (3) Zero
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	FB-FR-230a.2	See Data and Security
Food Safety	High-risk food safety violation rate	Quantitative	Rate	FB-FR-250a.1	None
	Global Food Safety Initiative (GFSI) audit (1) non- conformance rate and (2) associated corrective action rate for (a) major and (b) minor non- conformances	Quantitative	Rate	FB-AG-250a.1	(1) 2% (2a) 100% (2b) 100%
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-AG-250a.2	Peru, Colombia, Guatemala, Chile, Ecuador, Spain, South Africa, Dominican Republic, Israel, Costa Rica, Brazil: 100% GFSI certified Mexico: Industry average 4.5% GFSI certified
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, metric tons	FB-AG-250a.3	Zero recalls of our products
Product Labelling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-FR-270a.1	Zero
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	Reporting Currency	FB-FR-270a.2	Zero

Sustainability Disclosure Topics & Accounting Metrics (continued)

ΤΟΡΙϹ	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA/INFORMATION SOURCE
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Quantitative	Rate	FB-AG-320a.1	North America: TRIR (direct): 3.65; TRIR (temp): 5.95; Fatality rate (direct): 0; Fatality rate (temp): 0; NMFR (direct): 1.29; NMFR (temp): 1.08 Mexico:* TRIR: 0.6; Fatality: 0; NMFR: 0 Peru:* TRIR: 1.64; Fatality: 0; NMFR: 1.91 *We do not track direct and migrant employees separately. Temporary labor is not accounted for.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard	Quantitative	Percentage (Note: Percentages denote percentage of suppliers, not percentage of fruit)	FB-AG-430a.1	Copackers - 54.8% hold a Social or environmental certificate Mission owned – 100%
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Percentage (Note: Percentages denote percentage of suppliers, not percentage of fruit)	FB-AG-430a.2	Total: 92 Non-conformance (NC): 62 Observations (OB): 12 Good Examples (GE): 18
Management of Environmental & Social Impacts in the Supply Chain	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	n/a	FB-AG-430a.3	See Product Quality and Safety
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	See Water Management
Environmental & Social Impacts of Ingredient Supply Chain	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Discussion and Analysis	n/a	FB-AG-430a.3	See Fair Labor and Finest for Our Planet
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	Discussion and Analysis	n/a	FB-AG-430a.1	See Climate Risk Identification
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-AG-440a.2	100%

Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA/INFORMATION SOURCE
Production by principal crop	Quantitative	Metric tons (t)	FB-AG-000.A	579,971,288 lbs
Number of processing facilities	Quantitative	Number	FB-AG-000.B	1 corporate office, 4 packing houses, 12 distribution centers, 9 farms
Total land area under active production	Quantitative	Hectares	FB-AG-000.C	3,221.45 hectares
Number of (1) retail locations and (2) distribution centers	Quantitative	Number	FB-FR-000.A	 No retail locations; 11 distribution centers
Total area of (1) retail space and (2) distribution centers	Quantitative	Square meters (m²)	FB-FR-000.B	(1) N/A; (2) 86,351.61 m²
Number of vehicles in commercial fleet	Quantitative	Number	FB-FR-000.C	17

We will not be reporting on the following metrics:

ТОРІС	METRIC	UNIT OF MEASURE	CODE	RATIONALE TO NOT REPORT
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	FB-FR-260a.1	Not applicable
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	FB-FR-260a.2	Not applicable
Product Labelling & Marketing	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non- GMO	Quantitative	FB-FR-270a.3	We do not report this publicly
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	FB-FR-310a.1	We do not report this publicly
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	FB-FR-310a.2	We do not report this publicly
	(1) Number of work stoppages and (2) total days idle	Quantitative	FB-FR-310a.3	We do not report this publicly
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	FB-FR-310a.4	We do not report this publicly
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard	Quantitative	FB-AG-430a.1	We do not track these totals
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non- conformances	Quantitative	FB-AG-430a.2	We do no track these rates
Management of Environmental & Social Impacts in the Supply	Revenue from products third-party certified to environmental or social sustainability sourcing standard	Quantitative	FB-FR-430a.1	We do not track these amounts
Chain	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Quantitative	FB-FR-430a.2	Not applicable
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and Analysis	FB-AG-430b.1	Not applicable
Activity Metric	Cost of agricultural products sourced externally	Quantitative	FB-AG-000.D	We do not report this publicly

End Notes

Forecast_FNL_SM.pdf?hsCtaTracking=adb8bode-d41a-42b3-a177-1952c82a5737%7C6b59a47a-d728-42b5-be9a-af8869c61622. 3. According to "How Diverse Leadership Teams Boost Innovation," a BCG article written by Rocio Lorenzo and published Jan. 23, 2019. Available at: https://www.bcg.com/

4. According to the California Avocado Commission Industry Statistical Data, from 2015-2019, the average pounds of avocado per bearing acre was 5,832.50 pounds. Mission Produce farms in California produce an average of 15,000-20,000 pounds of avocados per bearing acre.

8. According to the Junta de Usuarios de Riego Presurizado del Distrito de Riego Moche Virú Chao, the average grower in La Libertad produces 15 tons of avocados per hectare and uses 18,000 m3 of water per hectare. Mission Produce farms in Peru produce 17.67 tons of avocados per hectare and use 14,418 m3 of water per hectare.



